

# EQUIP3 / Youth Trust Earning and Learning for Out-of-School Youth

## Urban Youth Employment in HIV/AIDS Municipalities: The Case of Zambia, Swaziland, Botswana and Lesotho Workshop Report , April 26 – 28, Johannesburg, South Africa

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## 1. Introduction

Education Development Center (EDC), through the Equip 3 Project with funding from the United States Agency for International Development (USAID) Office of Poverty Reduction, Economic Growth, Agriculture and Trade has developed an Urban Youth Employment and HIV/AIDS initiative to explore the link between youth livelihoods and HIV/AIDS.

The current theoretical framework upon which HIV/AIDS and livelihood programming is based has not been scientifically tested. Sexual behavior is deeply embedded in individual desires, social and cultural norms and relationships, and environmental and economic processes. Consequently, prevention of HIV is enormously complex. For this reason, a holistic approach is needed that can analyze the reasons for specific sexual and related behavior choices and develop packages of services needed to modify these behaviors. Similarly, research shows that economic factors have a strong influence on individual sexual behavior. But the nature of the link between improved (economic) well-being and the prevalence of HIV has not been systematically researched in Sub Saharan Africa (SSA) in general and Southern Africa in particular. The key underlying proposition is that improvements in the livelihoods of young people will make both young women and men more likely to seek and access health care and treatment. Also it is hoped that as a result of increase economic status, the probability of risky sex due to economic coercion will be reduced.

The provision of services and resources that directly improve livelihoods provide the necessary incentive for individuals to participate in HIV/AIDS programs. This, in turn, provides a more receptive institutional framework for HIV/AIDS programmatic interventions. However, it is unlikely that these interventions will be sufficient on their own to reduce significantly the occurrence of risky sexual behavior. For this reason, explicit HIV/AIDS prevention activities will need to be formally integrated into livelihood improvement programs.

As part of the USAID-funded effort to investigate this concern under Urban Youth Employment and HIV/AIDS Initiative, EDC/EQUIP3 conducted a desk review. It unveiled a strong contextual link between HIV/AIDS and the lack of decent and productive livelihood opportunities. There are very high levels of poverty and unemployment in all the focus countries, a situation which has created conditions that predispose young people to risky health behaviors.

The study showed that economically disadvantaged youth have an increased risk of infection because they are more likely to:

- be in poor general health and leave sexually transmitted diseases untreated;
- yield to pressure to exchange money or goods for sex
- migrate to find work, and thus increase their chances of risky sexual behaviors; and

- lack hope for the future.

Moreover it (desk review) suggested that young people already infected with HIV face heightened economic concerns. As they fall sick, their ability to provide for themselves and for others who depend upon them decline. Poor youth infected with HIV face an even bleaker economic future as AIDS increases overall poverty and income inequality. This is particularly the case where discrimination against infected youth makes it harder for them to find and keep a job and to work productively.

Despite the absence of empirical data in the focus countries, the disease creates severe economic problems for young people from poor, AIDS-affected families. Evidence from the focus countries indicates that current intervention programs place a heavy emphasis on the clinical approach revolving mainly around the provision of anti-retrovirals (ARVs). This approach attends to current health needs but tends to ignore the livelihood context within which the HIV/AIDS pandemic thrives. It does not address the root issue of a lack of livelihood support programs available to young people from poorer communities.

Although increasing knowledge of HIV has been found to reduce risky behaviors among target populations, infections do continue, as the case of Swaziland demonstrates. Over the last five years, prevention awareness programs have grown in Swaziland, yet so too has the incidence of HIV/AIDS. This suggests that the causes of HIV/AIDS go beyond mere behavioral change to include issues of livelihood generation.

It is against this background, multi-stakeholder participants from the four focus countries of Swaziland, Zambia, Botswana and Lesotho gathered at the Birchwood Executive Hotel and Conference Center in Johannesburg, South Africa to review the findings of this desk review and to design promising program models that take into account successful practices in youth livelihood and HIV/AIDS programming. The workshop's overall goal was to "develop one to three program models that can be implemented in the focus countries that address the HIV/AIDS and youth livelihood concerns of young people". Its specific objectives were to:

- a) Collectively reflect on the desk review,
- b) Map out what work is currently being done on the issues including promising program strategies, existing gaps and efforts which need to be enhanced,
- c) Design model programs and begin to estimate the cost implications for implementing such projects

The Equip 3 Project of EDC facilitated and provided technical assistance for the workshop. Participants were engaged in sharing, scrutinizing, and critiquing promising approaches to enhancing the economic status of young people whilst providing the critical HIV/AIDS prevention, care and support service needed.

## **2. Opening of Workshop**

The workshop was opened with a welcome address from Kenroy Roach of EDC who gave a brief overview of the initiative. Immediately following were presentations from Edgar Thornton from USAID and Anthony Bloom from the World Bank. Both presenters gave useful insights from their respective institutional perspectives noting particularly that there is significant institutional interest in understanding how best to approach the HIV/AIDS and youth livelihood issues through an integrated approach.

### **2.1 Guest Speaker**

The guest speaker for the event was Prudence Mabele, Executive Director of the Positive Women's Network of South Africa. In her presentation, Ms. Mabele illustrated how poverty predisposes young people to unhealthy situations through the practical experiences of her organization and its work with young women in the area of youth livelihoods and HIV/AIDS. She used the example of a young woman who came from a very poor family who was caught in what was described as the vicious cycle of the "less". She expanded by sharing that this young woman, as a result of her poor economic circumstances, was "skillless, careless, jobless and self-less" and at the age of 19 became infected with HIV/AIDS as a result of her economic vulnerability. She presented the view that a holistic approach is needed when addressing the relationship between HIV/AIDS and youth livelihoods and that economic empowerment approaches must be seen as only one element of a broader range of critical strategies needed when intervening with youth in such circumstances. Further, it was highlighted that the complexity of the HIV/AIDS virus and the poverty situation demand a more integrated approach to prevention, care, support, treatment and livelihood generation. She argued that poverty alleviation strategies should receive more prominence through resource allocations which take into account the genuine value that poverty alleviation approaches add to sustaining the efficacy of the traditional prevention interventions. Specifically, it was noted that economic support must take an empowerment focus and not perpetuate dependency or reliance on subsidies.

It was also noted that a lot more work is needed in strengthening the legal and ethical environment, particularly as a strategy for reducing discrimination against People Living with HIV/AIDS. According to Ms. Mabele, a major challenge to addressing the livelihood concerns of People Living with HIV/AIDS is the issue of Stigma. Additionally, ensuring decent and productive livelihoods is an important part of improving the quality and length of life of People Living With HIV/AIDS. Programs to reduce stigma and discrimination in the world of work are also critical to facilitate these individuals' contribution to the economic progress of countries, especially given that a significant percentage of the population in focus countries is infected with HIV/AIDS, including skilled laborers. Young people, who make up a significant part of the productive population, are themselves directly affected by HIV/AIDS and their livelihoods need to be addressed in the context of enabling them to make a meaningful contribution to local industries and growth of their economies. Ms. Mabele noted that young women must be singled out as

needing special attention to ensure access to quality education including technical and vocational education. Examples of products developed by young women were shown to participants. She noted that the quality of these products attests to the tremendous potential that exists and the need for services, including business support services, so that these products can reach markets. Also noted was the issue of food security and the important role sustainable livelihoods play in guaranteeing food security.

### **3. Participant Introductions and Expectations**

A total of 34 participants attended the Urban Youth Employment and HIV/AIDS workshop representing stakeholders from six countries: South Africa, Zambia, Swaziland, Lesotho, Botswana and the United States. See Annex 2 for participant list, contact details and organizational details.

After introducing themselves and the work of their organizations, participants identified the following expectations:

- Develop accountable institutional framework re: HIV/AIDS/Livelihood programs that can serve as the basis for follow-up action
- Become more familiar with sustainable livelihood models and economic development strategies
- Witness the emergence of Municipality-Youth stakeholders' level partnerships
- Develop skills training for HIV/AIDS support groups and learn of past lessons and experiences
- Learn how volunteers gain employment
- Learn how to integrate youth views into discussions on youth livelihoods and HIV/AIDS
- Understand how governments can partner with civil society around addressing youth livelihood and HIV/AIDS issues
- Learn how young people can be empowered and learn of best models or approaches to youth empowerment
- Learn more about livelihoods development models
- Learn about alternative program models, esp. regarding poverty alleviation activities
- Find ways to create employment
- Address how can young people be empowered economically
- See best practices in promoting youth employment
- Find out about links between youth development and HIV/AIDS programs and how to take gender issues more seriously in livelihood programming
- Learn what has worked/what has not worked
- Document experiences
- Develop multi-sectoral approaches
- Link best practices to programs and funding opportunities
- Develop programs able to convince young people that they can work and be effective in a difficult economic environment
- Develop program ideas for commercial sex workers and address problem of denial

- Collect information on funding sources for youth and employment.

Overall, it was clear that participants had realistic expectations and a clear understanding of the objectives of the workshop. This was particularly important for setting the tone of the workshop and ensuring that all participants were pursuing the same outcomes.

#### **4. Presentation and Discussion of the Report on Urban Youth Employment and HIV/AIDS**

Dr. Francis Chigunta of the YES Campaign presented a report of the desk study conducted on the link between youth livelihoods and HIV/AIDS, looking specifically at the situation in Botswana, Lesotho, Swaziland and Zambia. This presentation was followed immediately by a discussion session during which the authors of the report interacted with participants regarding the findings and implications of the report.

The presentation highlighted the following key points:

- Significant differences: Definition of youth and population sizes.
- Similarities: Youth population size as a significant percent of the total population and prevalence of HIV/AIDS and high unemployment rates among youth.
- Urban, rural factors: Increasing urban-to-rural migration patterns especially among youth in search for job opportunities.
- Youth and HIV/AIDS: High infection rates with female youth infection high.
- Orphans and Vulnerable Children (OVCs): Growing population facing heightened economic circumstances, especially female OVCs.
- Poverty: Strong correlation between poverty and HIV/AIDS rates.
- High-risk behaviors: Rampant among youth in focus countries.
- Economic impact: Highly negative, especially within the education, health and agricultural sector with the quality of education and training significantly affected.
- Youth unemployment: Extremely high and still growing, but the statistics are weak. Low skills levels, with a mismatch between skills needs and existing skills training offered at formal institutions.
- Southern Africa: Enclave economic structures, 3 sectors: formal (small), informal, subsistence.
- Current programs: Address short term, but not environmental factors.
- Models: Livelihoods/HIV/AIDS program gaps exist and how to bridge them has not been significantly tested.
- Livelihoods interventions: Complementary to others, part of holistic approach, notion of integrated approach.
- Employment/job creation: Role of local government has not been sufficiently examined and an enabling environment is needed.

#### **5. Key Implications of Desk Study**



Participants convened in four small groups formed according to the following thematic areas across countries to discuss the desk study and to identify key implications of its findings from two perspectives:

- 1) Financial and non-financial implications for youth livelihoods
- 2) HIV/AIDS programming and stakeholder engagement

Four key areas, policy, OVCs, urban context, and gender, were identified by the desk study as the areas that required closer examination in the context of this initiative and areas which present significant opportunities to design interventions that can address the HIV/AIDS and Youth Livelihood issues.

After examining the report, the participants identified the following issues and implications:

### **5.1 Policy Context for HIV/AIDS and Youth Livelihoods**

There are a number of policy issues that participants identified as needing more intensive and extensive investigation if programs are to be developed with the intention that stakeholders, such as municipality or local authorities, will play a role in their implementation. Three branches of policy were highlighted as being important in addressing the HIV/AIDS and youth livelihoods correlation: National HIV/AIDS Policy, Municipal Policy, and National Youth Employment Policy. The extent to which these policies are related, overlap or compliment each other in the four focus countries remains unclear. More work is needed in examining the local policy environment to see the extent to which these policies enable or impede the development of programs that seek to address the interconnectedness of the HIV/AIDS and youth livelihood issues at the urban level.

The critical points highlighted that needed further examination from a policy perspective are:

**Strengthening Municipal Governance:** Participants felt that there is a need to enhance the degree of familiarity that local government officials have with municipal policy as part of a larger process of strengthening municipal governance. It was felt that in some cases, municipal authorities are not clear on the extent to which they can act on some of the HIV/AIDS and livelihood issues and are skeptical that their intervention might conflict with the role of central government. It was therefore felt that addressing this ambiguity would increase the possibility of increased municipal government involvement in the national HIV/AIDS response.

**Lack of Information and Expertise on Employment and Related Issues:** It was felt that most municipalities lack critical information and expertise to consider, much less develop, interventions around the issue of youth livelihoods. It was highlighted that municipalities have a comparative advantage in addressing issues relating to the informal sector since most informal business activities take place in urban centers. With the high influx of migrants from rural areas to urban areas in search of jobs that do not exist, it was noted that more and more youth are opting to become street vendors to secure their own

livelihoods. Whilst local government, specifically city governments, have the responsibility of regularizing vending operations, it is not clear from a policy perspective if these responsibilities extend to allow municipalities to embark upon programs aimed at supporting or enhancing small enterprise activities. More research and targeted technical assistance is needed for the municipalities in the four focus countries around this area. It was noted, however, that a unique opportunity exists, from an economic growth perspective, for municipalities to become more involved in enhancing micro-economic activity as part of a wider strategy for increasing economic competitiveness. In all of the countries, the informal sector accounts for a significant percent of current youth employment rates.

**Limited Financing and Credit for Youth:** Participants felt that while some effort has gone into providing credit for youth, there are a number of barriers that still exist that prevent youth from accessing credit. Some participants felt that there is need for policy-level intervention to allow for a more supportive environment for youth attempting to access credit. It was suggested that policies, based on the experiences of credit programs that have worked in other countries, are needed in the focus countries. In the context of HIV/AIDS and Youth Livelihoods, it was noted that most livelihood-improvement programs such as skills training and technical/vocational education programs targeting youth-at-risk group are severely affected by this obstacle. Participants did not have access to credit, and even when they did it was significantly limited for the enterprise ideas being pursued.

**Labor Market Information:** In most of the countries there is a great paucity of labor market information that would permit informed decision-making around employment programs for youth. The Central Bureaus of Statistics need immediate capacity building to improve information gathering for informed programming and need to sensitise on HIV/AIDS so that critical HIV/AIDS related information such as the impact on HIV/AIDS on the labor force can be collected over time. It was mentioned that employment-related training programs are not demand-driven because of the absence of critical labor market information.

**Limited Technical Skills in Municipalities:** A major impediment to the ability of municipalities to offer quality services is the absence of technical expertise in a number of technical areas such as HIV/AIDS and Employment. It was suggested that a municipal governance strengthening program should aim at building the capacity of municipalities in areas where they are technically weak.

**Lack of Technical Skills among Youth:** In an era of globalization and trade liberalization, it is important that youth be equipped with the skills needed to compete in the labor market. It was suggested that many young people lack vital technical skills to compete and this is, in some ways, the result of the education system not preparing youth with the relevant skills. As a matter of policy intervention, existing curriculum should be reviewed to determine the extent to which current training programs are relevant to the labor market and the increasing modernization of local economies.

**Lack of Home-Grown Strategies and Development Ideas:** Participants felt that there are some good program experiences from the region on how to address HIV/AIDS and youth employment, but the availability of this information is minimal. Participants suggested that more effort should be made to collect and analyze the experiences of the region. Additionally, effective practices should be used to develop policy at the regional level and to enhance the programming. Moreover, it was observed that sometimes approaches from other countries are imported, despite the fact that they lack relevance due to cultural nuances.

**Poor Performance of Economies:** African economies continue to experience poor economic performance with annual growth rates much below what is needed to improve the quality of life for their citizens. It was noted that this poor performance of African economies is a major constraint in the development of livelihood improvement programs for young people. The Southern African region still continues to depend on agriculture for significant employment. It was noted that there is an increasing reluctance of young people to become engaged in on-farm and off-farm activities and, as a result, food security and the livelihood security of families is affected.

**Limited Markets and Government Consumption:** The policy group, after its deliberations, identified the issue of limited markets for goods and services produced locally. They felt that more work is needed at improving the demand for good and services locally produced. It was felt that many of the countries, as a matter of policy, need to ensure that local industries purchase goods and services from local producers. Another dimension to the problem is the fact that the main source of consumption is the government, noting that the government is currently purchasing local commodities at a high level, which cannot be sustained over time.

**Limited Availability of Support Institutions (Business and Family):** It was noted that more than 70% of new enterprises fail. Given the fact that the informal sector accounts for a significant amount of youth currently employed and that more attention is being given to the creation of micro-enterprises, it was suggested that there is need for the strengthening and/or creating new institutions that can support small businesses and help them to survive. Additionally, it was felt that there is also a need to support more institutions that promote the important role of the family. Institutions that provide direct economic and social assistance to families are needed as part of a wider program for building stronger families and communities. It was especially noted that the livelihood of families is significantly threatened when a “bread winner” of the family becomes infected with HIV/AIDS. This, more than any, was thought to be the rationale for family level intervention and support.

**Development of a System of Accountability:** Improving accountability is an important element of improving the governance of institutions that are responsible for HIV/AIDS and youth livelihood programming. It was suggested that from a policy perspective, funding given should include an element of strengthening accountability of local institutions.

**Limited Community Participation and Involvement:** It was underscored that community involvement and participation is critical to the development of efficacious policies and programs. It was suggested that community involvement and participation should be an essential prerequisite for accessing resources for HIV/AIDS and youth livelihood programs. Moreover, participants of the policy group felt that in examining those programs from the region that were most effective, special attention should be paid to cases with deep engagement of local communities in the design and implementation of initiatives.

**Capacity of Organizations and Institutions to Offer Credit to Youth:** Many micro-credit institutions in the region do not have the capacity to offer credit beyond the current groups being served. For this reason, participants suggested that more attention is needed in examining the capacity of organizations to offer credit. It was felt that some organizations, though not current micro-credit lenders, might be well placed to provide credit to groups not currently reached with credit services if given technical and financial assistance. In this context, therefore, participants felt that more could be done at the policy level to encourage credit expansion or development of micro-credit programs.

## **5.2 Situation of OVCs from the Livelihood and HIV/AIDS Perspective**

Participants felt that the desk study had underscored the need for a holistic approach in HIV/AIDS and youth livelihood programming. It was noted that programs that provide a holistic approach address the entire continuum of needs of adolescent and young people. Livelihood or economic improvement programs should be complemented by programs that address the emotional, spiritual, educational, recreational, and health needs. It was noted that many NGOs in the focus countries are providing the same services and that there seems to be little effort to coordinate the services offered by NGOs in order to ensure that varied services are provided to meet the diverse and complex needs of youth.

Currently, many programs are offered in all of the four focus countries for OVCs. These programs are mainly in the areas of raising awareness, vocational skills training, and access to educational support. Participants called for more interventions which empower OVCs fully to take on the new life responsibilities that they have inherited. It was felt that USAID can link OVC projects with other projects, such as economic growth projects, so that OVCs, can benefit from the activities in those program. For example, older OVCs who are on-farms can be identified as a target group for programs that enhance economic competitiveness of young farmers through support for value added off-farm activities.

As for the role of municipalities, it was noted that local government can play a useful role as an implementer of OVC activities. In some countries, local governments offer health and educational services to citizens in their municipality. It was suggested that these services be offered at a subsidized rate for OVCs. Further, it was suggested that members of local communities can be identified as guardians for OVCs in their communities, as an example of how local government can support interventions to improve the life of OVCs.

## **5.3 Issues of Youth Livelihoods and HIV/AIDS in Urban Settings**

**Male Commercial Sex Workers:** The livelihoods of men need attention equal to that given to the livelihoods of women. In the context of HIV/AIDS, the urban group felt that whilst the economic situation of women is acute in many cases, men are also at the center of the livelihood quagmire in focus countries since there are high economic expectations on men. It was noted that there is a rising incidence of male sex workers in all of the focus countries that needs urgent attention. Given this new trend in a traditionally female industry, increased focus is needed on designing egalitarian strategies that address the economic needs of men as well as women.

**Household, Transactional Sex:** There is pervasive problem of young men and women engaging in transactional sex as a means of survival. In all of the focus countries there is evidence of many young people having multiple partners paying for basic needs. This inability to meet their basic need by other means is said to be fuelling the spread of the HIV/AIDS epidemic in many of the countries and is particularly evident in urban areas of the focus countries.

**Media as a Stakeholder:** In all of the focus countries it was noted that media is more active in urban centers. A proposal was made to ensure that the media in these countries be more closely embraced as an active partner in the HIV/AIDS response and that the media be asked to play a more important role in highlighting the close relationship between HIV/AIDS and youth livelihoods.

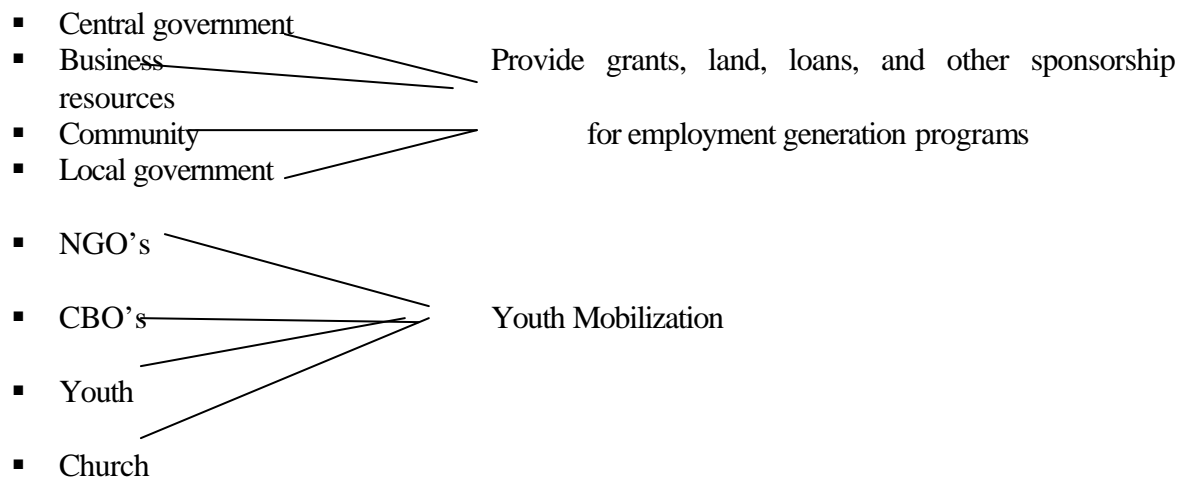
**Migration:** Housing and better amenities are known to be available in urban centers. Participants felt that this pull factor is in some ways responsible for the increase of criminal activities since youth migrating in search of jobs, but unable to find these jobs are more likely to get involved in criminal activities to get by. More effort is needed in strengthening the capacity of municipalities to deal with the health and economic impact of burgeoning populations in cities. Related to this is the problem of growing slums in cities and the inability of local government to provide services to these areas. Very often, slums are less likely to pay taxes and as a result more likely to be overlooked for vital services and the development and improvement of infrastructure. This causes a vicious cycle of poverty, poor morale of community members, and absence of economic growth.

**Urban Planning for HIV/AIDS and Youth Livelihoods:** It was noted that many of the municipalities of the focus countries either did not have a plan for municipal development or lack the resources to go beyond the services that are currently being offered. Therefore there is little hope for municipalities to become more involved in the provision of HIV/AIDS and livelihood services for youth. There is need for more research into several critical questions if municipalities are to offer improved services to citizens and in particular young people such as: “What’s hindering municipalities for livelihood creation? What can municipalities do to improve HIV/AIDS services for youth and stimulate employment creation? What can donors do to support municipalities interested in focusing more on youth livelihoods?”

**Police Abuse of Young Women:** The urban group expressed the opinion that there is rising incidence of abuse of young women from municipal police and that this is a dangerous situation with potential consequences for the spread of HIV/AIDS. Of additional concern is the fact that municipal police are engaged in taking the goods of vendors involved in petty vending and using these goods for their personal benefit. This is a situation which can have severe negative economic impact on youth who vend for their livelihood security.

#### Proposed Framework for Stakeholder Engagement at the Municipal Level on Youth Livelihoods and HIV/AIDS

##### Stakeholder Engagement



#### 5.4 Gender Issues in HIV/AIDS and Youth Livelihoods

**Lack of Detailed Studies with Accurate Statistics and No Baselines:** Participants underscored the need for more primary research into the impact of poverty and its relationship with HIV/AIDS, specifically the impact of poverty and its interconnectedness with HIV/AIDS on young men and young women.

**Dissemination of Findings:** Of the research that exists, more effort is needed to disseminate the findings. One such report to be disseminated is the recent research on youth livelihoods on HIV/AIDS by Francis Chigunta and Kenroy Roach

**Proper Plans with Clear Outputs:** Whilst significant attention has been given to gender issues in some agencies, there is still a need for this attention to be translated into action

with more emphasis on mainstreaming evidence-based approaches to the economic empowerment of young women. Sensitization workshops are needed for program planners around the issues of HIV/AIDS and youth livelihoods in a gender context.

**Collaboration of Targeted Beneficiaries:** In designing HIV/AIDS programs for women, effort must be given to enrolling the women who are intended to benefit from these programs in the designing process.

**Involvement of Parents and Traditional Leaders:** Traditional leaders in communities of focus countries are sometimes viewed as community leaders. As a result, there is a need to ensure that traditional leaders like parents are actively involved in program design and delivery.

**Training Manuals in Local Languages:** Existing gender-sensitive materials need to be designed to cater to the diverse language needs of the focus countries. It was noted that many of the existing gender training materials are often not used in improving gender programming because they are not in the local language of the communities interested in their use. There are existing HIV/AIDS and vocational skills training manuals designed for either young men or young women. However these materials are seldom utilized by CBOs because of the language, and in some cases literacy, barriers that exist in target communities.

**Limited use of Training of Trainers (TOT's) and volunteers:** It was felt that there are a number of people trained in intervening in a gender sensitive setting in the focus countries. However, there is very limited use of these individuals in existing programs. The skills of these individuals could be utilized in Training of Trainers for expanded HIV/AIDS and youth livelihoods programs in the focus countries. This would provide a valuable human resource base that can be tapped into for future programming.

**Clear Messages for Target Groups:** The absence of technical expertise to support the design of audience-specific materials was identified as a significant issue to consider in livelihood and HIV/AIDS programming for future interventions.

**Limited Number of Internship Programs:** Internship opportunities for young people seem to be lacking in the focus countries. It was underscored that this is an important element of preparing young people for the world of work so that they can become more employable after formal education. It was further noted that this is an area that needs to be addressed and that there should be equal opportunities for young men and young women to become interns. In this context, it was noted that the private and public sectors have important roles to play in preparing young people to become more effective and efficient members of the labor force.

**Grants and Micro-finance for On-farm Activities:** Whilst there is increasing attention given to the role of agriculture in employment and increasing economic competitiveness of the countries in focus, there are limited financial-credit facilities available to support on-farm micro-enterprise activity. In addition, it was highlighted that there is need for

more facilities such as business incubators to nurture the enterprises of young people. Effort is needed to ensure that businesses owned by young people are not considered a high risk by micro credit institutions.

**Documentation of Success Stories and Sharing of Best Practices:** There are very few documented effective gender practices and there is an urgent need to invest some resources in the identification, recording, and sharing of these practices, especially in the HIV/AIDS and livelihood context. It was therefore suggested that more exchange visits at country and regional levels from practitioners be encouraged.

**Impact Assessments:** The impact of gender-sensitive programs is often not reported. Thus, more impact measurement for gender oriented interventions is needed.

**Key Programmatic Recommendations on Gender Issues in HIV/AIDS and Youth Livelihoods:**

1. Conduct thorough research on gender issues in selected urban sites. Have baselines to enable impact assessments. Disseminate findings to all key stakeholders-including the targeted beneficiaries
2. Detailed implementation plans should be clear with measurable outputs i.e. % of male and females to be reached
3. Have sensitization workshops at national, provincial, and community levels on gender issues and HIV/AIDS with a focus on the economic factors
4. Consultation on implementation strategies should be done at all levels, leading to ownership
5. Identify CBO's (churches, women's groups, men's groups, etc) to become project implementers at the community level for livelihood improvement programs for young men and young women
6. Organize workshops for parents on gender i.e. the importance of educating a female child, sharing house chores etc
7. Organize such workshops and encourage forums to share problems and learning
8. A thorough market study should be done before starting up livelihood programs so that income generating activities can be linked to market opportunities
9. Produce comprehensive training manuals specific to livelihoods and HIV/AIDS which are gender sensitive, simple and in vernacular. Topics should include: Leadership, HIV Awareness, Life skills, Business management. Also, produce large volumes of simple IEC materials in vernacular on gender. Materials should be widely distributed.
10. Identify community based TOT's and volunteers to identify livelihood opportunities in their communities
11. Encourage abstinence in young males and females. Secondary virginity should be encouraged in teen mothers.
12. Internship programs for out-of-school youth that promote gender equality
13. Encourage funders to provide grants for enterprise activities
14. There is need for intense nurturing of micro-enterprises owned by young men and women



15. Identify micro-finance institutions sensitive to the plight of young people and gender issues as partners
16. Raise awareness through community radio, newspapers, etc
17. Encourage cross fertilization through exchange visits
18. Impact assessment studies findings should be widely disseminated including the target groups

## **6. Country Perspectives: Key issues and Challenges in Youth Livelihoods and HIV/AIDS**

### **1.1.**

#### **1.2.** Botswana

Issues: Increasing youth unemployment

Key sectors for Employment Creation: Agriculture, mining, tourism

Challenges: High number of skills training centers, minimal connection to market; strong economic potential and stable investment climate.

#### **Lesotho**

Issues: Prevalence of subsistence farming, migrant labor

Challenges: Lack of skills and competencies, few vocational training centers

#### **Swaziland**

Issues: Increasing health care costs, absorption of education fees, disincentives for small business

Challenges: High numbers of out-of-school youth, low for those in school.

#### **Zambia**

Issues: Low formal sector employment, high informal sector involvement of youth.

Challenges: Informal jobs: low skill requirements, low returns, long hours, low business management and technical skill levels, lack of skills training centers, lack of credit access

## **7. Promising Practices in Addressing Youth Livelihoods and HIV/AIDS**

Several promising practices were shared by participants from the four focus countries. More effort is needed in documenting these practices. Please see Annexes 4 attached for summary by country of the promising practices shared by country teams.

In-country team participants discussed why these projects were effective, the elements of these projects that made them effective, and lessons learned from involvement in these programs.

## **8. Model Development: Approaches to Youth Employment and HIV/AIDS Integration**

Participants were engaged in reviewing and refining benchmarks for designing HIV/AIDS and youth employment programs. This process involved three levels:

- 1) Criteria
  - a. What are the characteristics of a good high quality project?
  - b. What are the expectations of stakeholders, beneficiaries, donors, others?
- 2) Program models: Five Effective Practices/projects in addressing the youth livelihood and HIV/AIDS connection were shared and participants reviewed these programs to identify factors which enabled their success. See Annex 1 for brief description of these programs:
  - a. Gender: Thai Women of Tomorrow
  - b. OVC's: Skills Centre to Empower OVC's
  - c. Gender: Foundation for Credit and Community Assistance
  - d. Gender: Foundation for International Community Assistance
  - e. OVC's: Strengthening Community Partnerships
- 3) Analysis and Implications: The framework below was shared with participants for designing their proposed projects to address HIV/AIDS in the four focus countries:

### **Program Model Framework**

Elements presented to participants to be included in the framework are:

- Type of Program
- Beneficiaries/ target population
- Duration
- Goal
- Objectives
- Activities
- Results/Outcomes
- 

Essential Issues to consider in designing youth livelihood and HIV/AIDS programs are:

- Cost: the financial implication of proposed activities
- Outreach: who should be invited in the design phase
- Sustainability: how will these activities been sustained over time

In designing a program the following are important to take into consideration:

- Beneficiary perspective:
  1. Service delivery
  2. Factors: individual, family, household, community, social, education, health, financial
- Project perspective:
  1. considerations from the design phase to implementation to include monitoring and evaluation
  2. Factors: Program and financial management administration, logistics, audits and evaluations, security, personnel, fundraising
- Donor Perspective:
  1. Funding cycles
  2. Factors: Politics, trends, diplomacy, negotiation

The program development process follows three stages:

1. Situational Analysis or Needs Assessment
2. Identify Target Beneficiaries (Individuals, Households, Institutions, Communities)
3. Determine Goal (Overall aim), Objectives (Specific aims), Activities (Per Specific Aim) ,Results (Per Activity)

## **Country Program Models**

Participants worked in country teams to develop county program model frameworks. Each country team developed an initial framework of their program design. Lesotho and Botswana both focus on designing a model of Youth livelihoods for HIV affected youth. Swaziland's model brings together livelihood, leadership and HIV prevention. Zamibia's model framework is not available and will be amended into this workshop report as soon as it arrives. As context and background for each country the lack of technical skills among youth, and limited financing and credit for youth were highlighted. For Swaziland in particular the challenges of transparency of funds management, accountability and governance emerged. Linked to this issue is the lack of community participation in all phases of programming.

### ***Lesotho: Thaba Phatsoa Fishery Project Youth Employment and HIV/AIDS Integration***

**Country Team Members:** Tebatso Qhobela, Maile masoebe, Edmund Motanyane, Machakatsa Rahaba Lephole, Mathorisa Monaheng.

**Context:** Limited financing and credit for youth and lack of technical skills among youth are barriers that still exist that prevent youth from accessing credit and accessing employment. In the context of HIV/AIDS and Youth Livelihoods, most livelihood-improvement programs such as skills training and technical/vocational education programs targeting youth-at-risk group are severely affected by this obstacle. Many young people lack vital technical skills to compete in the employment sector with relevant skills.

**Country Issues:** Prevalence of subsistence farming, migrant labor

Challenges: Lack of skills and competencies, few vocational training centers

**Background:** The project existed for a period of 5 years and was run under the Ministry of Agriculture and Food Security. During its lifetime the project benefited the local communities from the three surrounding villages of Ramapepe, Thaba Phatsoa and Makhoa. Not only did these communities enjoy fish as food but they also benefited from the employment opportunities it provided. However, due to mismanagement of the project and a lack funds and proper planning (the local communities was not included in planning), the project closed down about 15 years ago and has since been abandoned. Young people from the three villages organized themselves and secured ownership of that piece of land with the intention of re-starting the project but were never successful in securing funds from the donors. The youth are registered and have a constitution plus the lease for the site.

**Target Group:** In and out of school youth including OVC's in the 17-35-age range

**Goal:** To provide means of survival and occupational opportunities to the youth and also to enable them to carry out HIV/AIDS activities in their area

**Objectives:**

- To train the youth on entrepreneurial skills such as tailoring, piggery, poultry, fishery, and vegetation
- To equip youth with life skills
- To train youth on health issues such as reproductive health, mental health, and HIV/AIDS (TOT)

**Activities:**

1. Solicit funds
2. Mobilize local communities and authorities
3. Sensitize and recruit youth based on age requirements
4. Conduct trainings

**Stakeholders:** Youth, local communities, local authorities, Ministry of Agriculture and Food Security, Ministry of Gender Youth, Sport and Recreation and the Ministry of Land Reclamation and Forestry

**Implementing Agency:** Ministry of Gender Youth Sport and Recreation

**Geographical Area:** In terms of direct benefit, it will cover the villages of Ramapepe, Thaba Phatsoa and Makhoa. It is expected that the supply of the product will cover a larger part of the urban area.

**Duration:** 3 years, with the possibility of an extension

**Funders:** USAID, Development Cooperation Ireland (DCI) World Bank, Local Businesses, Telecom Company and Nedbank

**Estimated Budget:**

<u>Human Resources</u>	<u>Estimated Cost (Rands)</u>
Facilitators/Trainers	10,000/3 months
Incentives for youth	24,000/36 months
Project Coordinator	288,000/36 months
<u>Material Resources</u>	
Equipment and Machinery (Repairing and buying new)	2,500,000
<u>Running Costs</u>	
Diesel	36,000/36 months
Seeds	15,000/36 months
Garden Tools	20,000/36 months
Sewing Materials	50,000/36 months
<u>Office equipment</u>	
Furniture	20,000
Computer	15,000
Stationary	10,000
Laptop	20,000

***Swaziland: Junior Council Livelihood Project  
Youth Employment and HIV/AIDS Integration***

**Country Team Members:** Rudolph Maziya, Maxwell Jele, Sizwe Dlamini

**Context:** Limited financing and credit for youth and lack of technical skills among youth are barriers that still exist that prevent youth from accessing credit and accessing employment. In the context of HIV/AIDS and Youth Livelihoods, most livelihood-improvement programs such as skills training and technical/vocational education programs targeting youth-at-risk group are severely affected by this obstacle. Many young people lack vital technical skills to compete in the employment sector with relevant skills. Developing systems of accountability, transparency and governance for service delivery providers is an issue as well as limited community participation and involvement in decision making.

**Country Issues:** Increasing health care costs, absorption of education fees, disincentives for small business

Challenges: High numbers of out-of-school youth, low for those in school.

**Target Group:** In and out of school youth 15-14 years old (500)

**Goal:** To develop governance leadership skills and livelihoods for urban youth

**Objectives:**

- To create livelihoods for urban youth
- To develop leadership skills in governance among urban youth
- To promote safer sexual practices among urban youth who are participating in the project

**Activities:**

- 1.1 Conduct market research
- 1.2 Conduct stakeholder meeting
- 1.3 Establish market for youth livelihood activities
- 1.4 Conduct training in livelihood related skills
- 1.5 Identify participating youth
- 2.1 Conduct civic education for urban youth on principles of democracy governance and leadership
- 2.2 Lobby for the support of central and local governments
- 2.3 Conduct elections for junior councils
- 2.4 Develop terms of reference, by laws and standing orders
- 3.1 Train councilors in peer education (TOT)
- 3.2 Conduct periodic training to project participants in sexual activity management issues
- 3.3 Conduct a baseline KAP survey among project participants
- 3.4 Conduct an end line KAP survey among project participants
- 3.5 Produce periodic progress reports

**Results:**

1. Access to income by participating youth
2. Participation of youth in local government
3. Increased age of 1<sup>st</sup> sexual experience
4. Reduced number of sexual partners among sexually active youth
5. Increased correct and consistent use of condoms among sexually active youth

**Stakeholders:** Ministry of Housing and Urban Development, MEE, Environmental Authority, SYNC, AMICAALL councils, Residents, Business Community and Youth

**Duration:** 5 years

**Implementing Partners:** AMICALL, SYNC, YES

**Need:** Leadership Governance Livelihood environment management and HIV/AIDS

***Botswana: Sustainable Livelihoods for PLWAs  
Youth Employment and HIV/AIDS Integration***

Country Team Members: Mr. Pako Selemogo, Kabo Ditlhakeng, Robert M. Letsatsi, Lawrence Roy Wafunga.

**Context:** Limited financing and credit for youth and lack of technical skills among youth are barriers that still exist that prevent youth from accessing credit and accessing employment. In the context of HIV/AIDS and Youth Livelihoods, most livelihood-improvement programs such as skills training and technical/vocational education programs targeting youth-at-risk group are severely affected by this obstacle. Many young people lack vital technical skills to compete in the employment sector with relevant skills.

**Country Issues:** Increasing youth unemployment

Key sectors for Employment Creation: Agriculture, mining, tourism

Challenges: High number of skills training centers, minimal connection to market; strong economic potential and stable investment climate.

**Target group:** PLWA's (Unemployed and out of school) male and female 18-29 years old and based in urban centers.

**Goal:** To improve the lives of young people

**Objectives:**

1. To train young PLWA's on how to start and manage their own businesses
2. To link the PLWA's with private sector for job placement
3. To train young PLWA's in life skills

**Activities:**

1. Training
  - 1.1. Business plan development (market research for business opportunities)
  - 1.2. Business management skills
  - 1.3. Micro-finance access and management
  - 1.4. Resume writing
  - 1.5. Interview skills
  - 1.6. Positive living
2. Job placement
3. Partnership building: ACHAP, USAID < Training institutions, PLWA's, P/S, DCY
4. Mentorship

- 4.1. Visits
- 4.2. Tracking
- 4.3. Referrals

**Results:**

- 1. 500 young PLWA's trained
- 2. 350 businesses created
- 3. 100 job placements

**Duration:** 5 years

## **Zambia: Youth Employment and Support (ZYESP)**

Country Team Members: Dr. Francis Chigunta, Ruth Mufute, Dixon Moyo, Kenneth Mwansa, Sikamba Thompson, Levy Mkandawire

**Target Group:** High risk urban out of school youths 15-24 years old

**Location:** Lusaka (1 000 youths) and Livingstone (500 youths)

**Direct Beneficiaries: 1 500**

**Indirect Beneficiaries: 15 000**

**Goal:** The goal of ZEYSP is to prevent the spread of HIV/AIDS and expand employment opportunities among 15 to 24 high risk urban youths in Zambia.

**Main Objectives:**

- To create employment opportunities for urban youths
- To equip the youths with life skills
- To promote safer sexual practices among urban youth who are participating in the project

**Activities:**

- Conduct a thorough research on the impact of unemployment among urban youths and its relationship to HIV/AIDS and risky behaviour.



- Disseminate the findings to all key stakeholders through a workshop at national level and solicit for support.
- Develop a detailed implementation plan in consultation with all key stakeholders and the youths themselves.
- Identify successful youth-led Community Based Organisations to partner with.
- Identify market livelihood options through a research targeting Lusaka and Livingstone.
- Select viable micro enterprises in collaboration with the youths.
- Production of comprehensive training manuals that include, gender, life skills, business management skills, marketing, financial management, leadership, alcohol, drugs and substance abuse, sexual abuse and peak performance.
- Provision of in kind grants on credit to purchase start up equipment for processing, tailoring etc... Depending on the identified viable micro enterprises...
- Intensive monitoring of micro enterprises supported.
- Link successful MEDs to Micro Finance Institutions.
- Promote apprenticeships and internships of young people in the private sector, Government and Municipality offices.
- Provide a scholarship fund for vocational training.
- Conduct a KAPB study on HIV/AIDS among the targeted youths in collaboration with other HIV/AIDS serving organisations and programs.
- Train TOTs in peer education and use the Cascade Model – for the youths to train their peers.
- Produce IEC materials that are youth friendly in collaboration with the youths themselves.
- Display messages on bill boards and all strategic places frequented by the young people.
- Promote the scaling up of youth friendly corners managed by the young people themselves in Health and Recreation Centres in the two cities.
- Revive activities in recreation centres in collaboration with the two Municipalities.
- Facilitate the organisation of youth micro enterprises expos.
- Facilitate the formation or strengthening of a national youth forum that will advocate for the reinforcement of regulations that prohibit young people from indulging in risky behaviour such drinking, drugs, prostitution etc.
- Involve the Residency committees in both cities that represent parents and local leadership.
- Advocate for the political will.
- Document and disseminate success stories.
- Monitoring and evaluation.

## **Results:**

6. Significant support from all key stakeholders that include the private sector, municipality, faith based organisations, civil society etc.
7. Number of young apprentices and interns in all sectors.

8. Reduced number of sexual partners among sexually active youth
9. Increased correct and consistent use of condoms among sexually active youth
10. Reduced numbers of both boys and girls on the streets
11. Reduction of youths frequenting shebeens(home beer halls), night clubs and prostitutes
12. Increased number of youth led successful micro enterprises and increase in employment opportunities.
13. Increased income among high risk out of school urban youths
14. High level commitment by top leadership and politicians

**Stakeholders:** AMICAALL, Ministry of Sport, Youths and Child Development, Private Sector, Youth HIV/AIDs programs supported by PEPFAR such as RAPIDS and other donor funds, Ministry of Labour and Social Welfare, Ministry of Trade and Commerce, Ministry of Local Government and Housing, the World Bank, COMESA, United Nations. Ministry of Science and Technology for vocational training.

**Duration:** 4 years

**Implementing Partners:** Africare, AMICALL, YES and the Government of Zambia, Youth – led CBOs. Faith Based Organisations.

## 9. Monitoring and Evaluation

Two primary approaches were taken to evaluate the effectiveness of the workshop: a summative and process approach. At the end of the workshop an evaluation form was distributed to participants to gauge the usefulness, relevance, effectiveness and technical viability of the workshop and its facilitators. All participants ranked the workshop very high in technical quality, effectiveness of the workshop methodology, and performance of the facilitation team. All participants felt that the workshop process was well planned, very participatory, and that the workshop ambience was conducive for working. They also said that the materials distributed were of good quality, very informative and useful for future work. It must be noted that many participants shared that this element of the HIV/AIDS response has been a missing piece of the essential components of an efficacious global response to HIV/AIDS mitigation.

However, workshop participants felt that the time allocated for the workshop was too short and that the process felt a bit intensive and rushed.

## 10. Recommended Next Steps for Program Development

It is clear from the high level of participation and rich input of key stakeholders in the region that the larger issue of poverty is an area where more attention is needed. Participants, representing ecology of stakeholders at the national and local government

level are very keen to move forward with new poverty alleviation type approaches to HIV/AIDS mitigation.

The four program models developed by the participants represent a real opportunity for coordinated multi-stakeholder action to address HIV/AIDS and youth livelihoods in focus countries. The involvement of municipal level actors provides a unique opportunity to catalyze local government involvement in retarding the spread of HIV/AIDS, improving the economic environment for small businesses, improving local governance and enabling community involvement in developing local solutions to HIV/AIDS and youth employment.

Financial and technical resources are needed in moving forward with the good ideas and strategies that can bring about improved livelihood status for youth, reduced risky sexual behavior, lower risk of HIV/AIDS infection and reduced incidence of HIV/AIDS. Among the needed actions are:

- Increased assistance from USAID in Mission engagement with the goal of getting vital buy-in across strategic objectives to fund the program models developed;
- Targeted technical assistance to the country teams formed for strengthening project models developed;
- Convening of in-country, multi-stakeholder groups to explore other funding sources and continuously explore strategies for intervening with youth to improve their economic well-being;
- Direct technical assistance to the municipalities in reviewing local government legislation with a focus on delineating the responsibility of local government bodies in the provision of HIV/AIDS services;
- Support to local government bodies in preparing city-wide development plans to address the social challenges associated with urbanization and burgeoning populations;
- Conduct primary research on the relationship between HIV/AIDS and Youth Livelihoods to improve programming and policy in the area;
- Support for developing a Community of Practice on the issues of youth livelihoods and HIV/AIDS.

## **ANNEX 1: Program Model and Examples of successful programs**

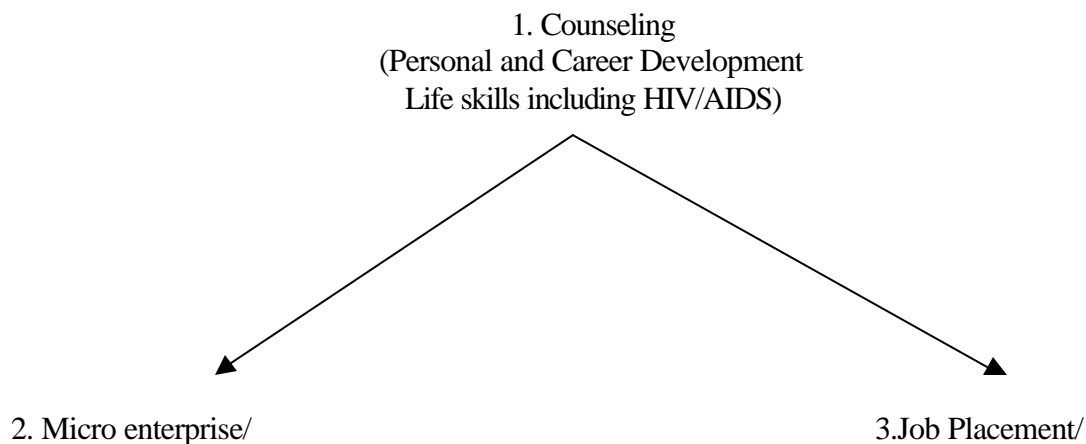
### **Example of a Livelihoods/HIV/AIDS Program Model: Nigeria Jobs and Business Development Services Initiative**

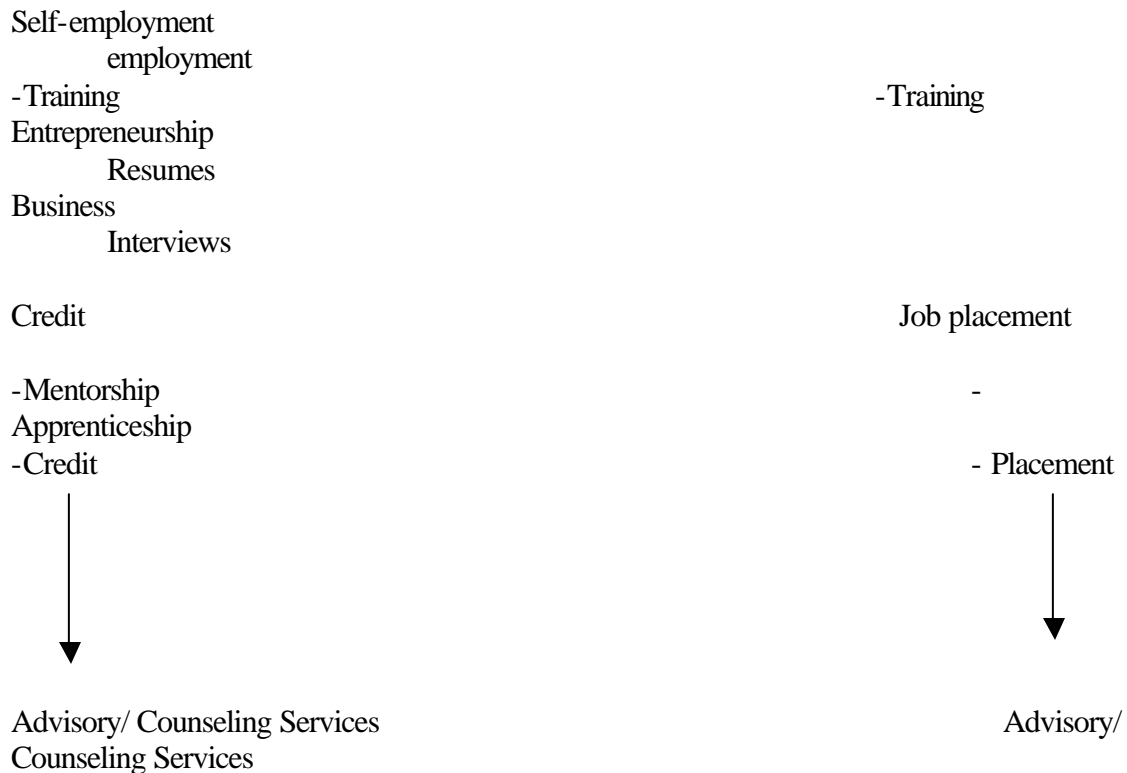
Goal: Provide targeted youth with access to micro enterprise development and employment generation services

Objectives:

- Micro enterprise development/self employment
- Job placement/employment
- Sustainability

Activities:





## ANNEX 2

### Successful Program Models for HIV/AIDS and Livelihood as presented in the workshop

#### 1) The Thai Women of Tomorrow Project (Phase II)

Program goal: Provide educational and occupational opportunities to girls and young women (at risk of becoming sex workers) through public-private partnerships<sup>1</sup>

Target group: Rural school girls and young women at risk of becoming sex workers

Geographical area: Two districts (Mae Jai and June) of Phayo Province in Thailand, an area with major HIV/AIDS and sex worker problems

Project duration: Five years

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<sup>1</sup> Other phases were: 1) Pilot Test of an Attitude Change Model; 3) Strengthening Media Production and Counseling Potential; and 4) Extension of Attitude Change Campaign and Academic Support.

Implementing agency: Chiang Mai University (Thailand), coordinator and the focal point of implementation of the project

Funder(s): USAID and individual donors

Stakeholders: Young women in the two districts of Phayo Province, local community, local university, provincial authorities, local business entrepreneurs, and donors

Program approach: The project emphasized building linkages and developing partnerships between public and private organizations to provide opportunities to girls for continuing education and skills training.

Program activities: In this phase, the project involved two main activities: an extension of educational opportunities by offering scholarships to continue their education and skills training to those girls who were too young to legally enter the labor force; and an extension of career opportunities by providing job training and placement in the following four programs: i) an assistant health worker career program; ii) a modern fashion and design program; iii) a secretary and computer training program; and iv) an assistant jewelry cutter training program.

Program outcomes: A total of 425 girls participated in vocational training in four years. 145 girls attended the assistant health worker six-month training, 75 girls were trained for 250 hours at the computer center, 150 girls were trained for three months in modern fashion and design, and 60 girls were trained in Gem polis at the General Diamond companies. All these 425 girls were then placed in their respective professions.

Lessons learned: The project was a success as it emphasized public private partnerships and involved all stakeholders (government, community, beneficiaries, donors, and local enterprise) in the project. However, there were some lessons learned during the process of project implementation: i) the project might be self-sustaining if it fully develops its partnership with both public and private sectors; ii) Since the project was run by an academic organization, it has not been possible to expand it to cover the entire population; iii) the short-course training provided for girls in rural areas has to be designed in accordance with the girls' abilities. The computer training program may not be appropriate because it requires skills in English, one major weakness of students in rural areas. Matching the right training programs with the target population should be a priority; iv) choosing the companies to participate in the project is another important issue. If the girls who finish training are placed in companies that exploit them with low pay or excessive work hours, it will discourage girls from such work. Selecting the right business partners and involving them in every step of the project can increase their understanding of the project that could reduce the likelihood of exploitation.<sup>2</sup>

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<sup>2</sup> Adapted and summarized from UNAID. June 1999. *Reducing Girls' Vulnerability to HIV/AIDS: The Thai Approach. UNAIDS Case Study*. UNAIDS.

## **2) Skills Center to Empower Orphans and Vulnerable Children in Nthondo, Malawi**

Program goal: Build the capacity of orphans and vulnerable children through skills development and income generating activities

Target group: Orphans and vulnerable children of a small and rural community, Nthondo in Malawi

Geographical area: Nthondo, Malawi

Project duration: Project started in 2001

Implementing agency: Community Orphan Care Committee in Nthondo, with support from District AIDS Coordinating Committee (DACC), local community, and World Vision

Funder(s): USAID

Stakeholders: Local community, churches, donor, World Vision, and Nthondo's orphans and vulnerable children.

Program approach: OVC are taught income-generating activities (IGAs) and life skills at a community-supported center (Kayoko Skills Center).

Program activities: The skills provided include life skills, tailoring, and carpentry. Local tailors and carpenters were identified to act as mentors for the OVC. A grant of \$5750 was provided to purchase the equipment for the center and all materials for the project. The equipment was kept and managed by the orphan care committee. The garments and carpentry produced are sold to the public. Special orders to make school uniforms, women's garments, and school benches have been received. The monies collected after the sales were used to reinvest in the project to buy more material so that it can benefit more orphans. The center also has recreation facilities and an HIV/AIDS resource center.

Program outcomes: Thirty-two OVC were benefited from the project OVC in the first year and were taught income-generating activities and life skills in this center.

Lessons learned: The project has gained recognition and the community feels pride in ownership of the project. When contacted, the participants have expressed their happiness in earning a living. In an early evaluation, it was noted that long distance hampered some orphans in their access to the center. The community therefore recommended decentralizing the program into four community centers. Some key lessons learned during this intervention are that community involvement in identifying and solving the problem is very critical. Also, involving the local structures and linking the community to all relevant services for sustainability is necessary.<sup>3</sup>

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<sup>3</sup> USAID-PVO Committee for multisectoral response to HIV/AIDS. 2003. *Multisectoral*

### **3) FOCCAS/Uganda (Foundation for Credit and Community Assistance)**

Program goal: Provide micro-credit to women to improve their quality of life and support their livelihood

Target group: Poor woman living in urban and rural areas of Ugandan

Geographical area: Urban and rural southeastern Uganda

Implementing agency: Foundation for Credit and Community Assistance (FOCCAS)

Program approach: FOCCAS utilizes a village banking methodology to provide credit and savings products to rural women. FOCCAS has also initiated “Freedom from Hunger's Credit with Education” micro-finance model in which health education is linked with micro-finance.

Program activities: Each week when the women meet for loan repayment, they also receive a 30-45 minute education session on a health or nutrition topic, including HIV/AIDS. Loan officers are trained in adult, non-formal education methods and to facilitate education in a participatory and discussion-oriented manner. Loan officers are comfortable talking about sex and HIV/AIDS with women, some of whom are elders. The HIV/AIDS component of the education is designed to provide members with information and to emphasize that HIV/AIDS is a community problem. Loan officers encourage women to consider how to use this information to change their behavior to remain healthy and uninfected and to help others in their community affected by HIV/AIDS.

Program outcomes: Since 1996, FOCCAS has had 16,000 clients<sup>4</sup> (mostly are women at risk, as of November, 2000) and continues to exhibit strong growth. The Credit with Education has been shown to be a cost effective and efficient mechanism for delivering HIV/AIDS education as well as providing economic opportunities to women affected with HIV/AIDS. It can also serve as a basis for prevention strategies that move beyond basic education and information to actively promote behavior change. With a few adaptations this prevention model can move beyond an awareness creating emphasis to an effective and cost-efficient strategy for behavior change.

Lessons learned: An internal analysis of the intervention proved that the combination of credit and education had a positive impact on women's incomes, household food security, and the nutritional status of women. Thus, it may be possible to affect behavior

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*Responses to HIV/AIDS A Compendium of Promising Practices from Africa* USAID. Washington. D.C.

<sup>4</sup> <http://www.freefromhunger.org/ugwork.html>



change/modification via a combination of micro-financial services and HIV/AIDS education.<sup>5</sup>

#### **4) The Foundation for International Community Assistance (FINCA) Uganda**

Program goal: Empower women through credit by providing financial services for micro entrepreneurs

Target group: Economically active neediest women in Uganda

Geographical area: Rural and urban-slum areas of Uganda.

Implementing agency: Foundation for International Community Assistance in Uganda (FU)

Funder(s): The foundation was initially supported from USAID<sup>6</sup>

Program approach: FU has provided micro-finance services utilizing a group-based lending methodology to economically active poor women since 1999.<sup>7</sup> The only criterion for selection of the target market for inclusion in the program, is that clients (credit receivers) have a viable income generating business. The most phenomenal feature of the FU program is that unlike other financial institutions which require clients to go to them to get the services, FU goes to the clients in their villages hawking small loans and delivering other micro-finance services from door to door. This approach saves the clients' valuable time and allows them to look after their businesses and home chores. The other distinguishing features of the program are: targeting women as the market to deliver its services; and linking micro-credit with health insurance. In partnership with a local hospital, FU has initiated a pilot project on health insurance aiming to provide an insurance that covers the expenses of treatment of HIV/AIDS related illnesses (i.e. the "opportunistic diseases"). It is a product designed for meeting the increase in medical costs resulting from HIV/AIDS.

Program outcomes: The Foundation for International Community Assistance in Uganda (FU), initially with USAID support, is focusing on empowering women through credit by providing financial services for micro entrepreneurs. Since its inception in 1999, it has served more than 100,000 poor women, over 37,000 of whom are still active clients. FU is

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<sup>5</sup>McDonagh, A. 2001. *Microfinance Strategies for HIV/AIDS Mitigation and Prevention in Sub-saharna Africa*. Working Paper # 25. International Labor Organization. Geneva.

<sup>6</sup> Williamson, F. 2000. *Finding a Way Forward: Principles and Strategies to Reduce the Impacts of AIDS on Children and Families*. Displaced Children and Orphans Fund and War Victims Fund, Washington. D.C.

<sup>7</sup> Bondevik, Per. 2003. *Microfinance; A selective introduction with special focus on HIV/AIDS*. Occasional Papers Number 5/03. Norwegian Church Aid

clearly reaching the neediest portion of the population. Program estimates indicate that 60% of borrowers are single mothers, and over 75% are caring for orphans – most of whom have lost parents to the AIDS epidemic. Also, over 90% of the new clients live on less than \$1 per day, which is below the \$2 World Bank universal poverty line. FU borrowers mainly engage in commercial, manufacturing, and service delivery. FINCA clients' businesses include: grocery stores, retail shops, restaurants, kiosks, trade in charcoal, tomatoes, bread, groundnuts and fish, tailoring, poultry production, grain milling, mushroom growing, operating hair salons, making and selling handicrafts, brick-making and brewing local beer.

Program impact: FU has established a strong track record and has developed into the market leader in micro-finance in Uganda. Empirical evidence from impact assessment studies of FINCA has indicated that on a loan of \$75, an average client with an average business earns a gross margin of \$15 per week, which is \$2.50 per day. After subtracting her weekly payment of loan principle, interest and savings, the client is left with a net margin of about \$1.50 per day. She will therefore generate an extra \$9 per week, \$36 per month and \$140 per 4-month loan cycle. If it is assumed that the client remains in the program for one year, which is 3 loan-cycles, she will earn \$420. This would have already propelled her above the average GDP per capita of \$320 currently for Uganda. Research has also indicated that a large majority of FINCA clients at least sustain and sometimes slightly increase their earnings after leaving the program.<sup>8</sup>

## **5) Strengthening Community Partnerships for the Empowerment of OVC (SCOPE-OVC)**

Program goal: Provide life-sustaining care and support services, including Income Generation Activities through Strengthening Community Partnerships for the Empowerment of OVC (SCOPE-OVC) project

Target group: Orphans and vulnerable children and community/family networks and institutions supporting OVC

Geographical area: Rural Zambia

Project duration: Started in 2002

Implementing agency: CARE Zambia with support from Family Health International

Funder: USAID

Stakeholders: Local community, local government, local institutions (schools, community centers, etc), CARE Zambia, Family Health International, and USAID

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<sup>8</sup> Kasi, F. *Gender Targeting of Rural Financial Services: Is this Appropriate? A Case Study of FINCA.*

Program approach: SCOPE develops district- and community-level capacity and resources to respond to the many needs of orphans and vulnerable children. The project maintains a focused strategy of partnership building and networking to sustain old linkages and to build new ones to community-based organizations, churches, schools, and other institutions that provide care and support to orphans and vulnerable children. The project's approach focuses on household care for OVC, as opposed to targeting support directly to individual OVC

Program activities: With a grant of than \$450,000 in 2002, the project emphasizes the enabling of national, district, and community partners to do more work in community mobilization, psychosocial support, advocacy, food security, economic strengthening, and increased access to education and health care. From the beginning of the project, communities mentioned household economics as a barrier to effectively looking after OVC. As a result, SCOPE prioritized household economic security as one of the primary interventions to be delivered. A total of USD 228,433.42 was disbursed to implement twenty-three (23) activities in household economic security. There were two thrusts to the interventions: access to micro-credit and provision of agricultural inputs.<sup>9</sup>

Program outcomes: The project has reached 137,521 orphans and other vulnerable children with life-sustaining care and support services. This highly successful multi-sectoral project is working to keep siblings together and children within their extended families and communities. The support of households is addressing the holistic needs of a child, whereas providing particular inputs to particular children causes stigma as well as undermine the household ability to provide holistic support. It has been learnt that the needs for the most destitute or extremely poor cannot be targeted with the same strategies as for those households that are able to take action, but require support.<sup>10</sup> One successful example of strengthening household financially through SCOPE-OVC is micro-credit support to Juliet, a 21-year-old Zambian. Juliet lost both her parents to AIDS and is now looking after 11 of her younger brothers and sisters. She has benefited from the SCOPE project. The Masaiti Orphans and Widows Support Group, a SCOPE partner, has helped her buy agricultural inputs for the family's food security.<sup>11</sup>

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<sup>9</sup> USAID. 2003. *Building Community-Based Partnerships to Support AIDS Orphans and Vulnerable Children. Success Stories on HIV/AIDS*. USAID. Zambia.

<sup>10</sup> Family Health International. 2003. *Final Project Review Report SCOPE OVC*. FHI/Zambia.

<sup>11</sup> USAID. 2003. *Building Community-Based Partnerships to Support AIDS Orphans and Vulnerable Children. Success Stories on HIV/AIDS*. USAID. Zambia.

## Annex 3

### Participants List

<i>Name</i>	<i>Country</i>	<i>Organization</i>	<i>Designation</i>
<b><u>Botswana</u></b>			
Mr. Pako Selemogo	Gaborone, Botswana	Youth Health Organization of Botswana (YOHO) Box 90 c/o Botusa, Gaborone, Botswana	***
Kabo Ditlhakeng	Gaborone, Botswana	BotUSA Project Box 90 Gaborone, Botswana	IEC/BCC Technical Advisor
Robert M. Letsatsi	Gaborone, Botswana	Ceyolto - Centre for Youth of Hope, Box 403871 Gaborone, Botswana	Project Coordinator
Lawrence Roy Wafunga	Gaborone, Botswana	Gaborone City Council / P/Bag 0089 Gaborone	Councillor
<b><u>Lesotho</u></b>			
Tebatso Qhobela	Maseru, Lesotho	Positive Action Association, P.O Box 14569 Maseru, Lesotho	Coordinators
Maile Masoebe	Maseru, Lesotho	Ministry of Gender and Youth Sport and Recreation, P.O Box 729, Maseru 100 Lesotho	Director of Youth Affairs
Edmund Motanyane	Maseru, Lesotho	Maseru City Council P.O. Box 911 Maseru 10 Lesotho	Administrative Secretary
Machakatsa Rahaba Lephole	Maseru, Lesotho	Scott Hospital, P/Pag Moriia, 190 Lesotho	Primary Health Care Director
Mathorisa Monaheng	Lesotho	LAPCA - Lesotho AIDS Programme Box 11232 Coordinating Authority Maseru, Lesotho	Director Administrator
<b><u>South Africa</u></b>			
Prudence Mabele	South Africa	Positive Women's Network, postnet x 21 Suite 159, Sunnyside Pretoria 0132	<b>Executive Director</b>
Karen Heckert	South Africa	USAID/Regional HIV/AIDS Program	Senior Advisor PMTCT & Integration
Ntombohlanga Mausholy	Johannesburg	Youth Development Network	Project Co-Ordinator
<b><u>Swaziland</u></b>			
Rudolph Maziya	Swaziland	Amicaall P.O. Box 519 Ezuluum, Swaziland	National Coordinator

Maxwell Jele	Manzini, Swaziland	Swaziland National Youth Council - Box 3626 Manzini Swaziland	CEO
Sizwe Dlamini	Mbabane, Swaziland	YES Swaziland, Box 6264, Mbabane, Swaziland	County Coordinator
<b><u>United States</u></b>			
Steven Wismam	U.S. (Pennsylvania)	OICI	
Anthony Bloome	U.S. (Washington D.C.)	World Bank	
Edgar Thornton	U.S. (Washington D.C.)	USAID	Senior Urban Advisor
Kenroy Roach	Boston	EDC - YES	Global Coordinator
<b><u>Zambia</u></b>			
Ruth Mufute	Zambia	Africare Box 33921 Lusaka, Zambia	Country Director
Dixon Moyo	Zambia	Ministry of Labour and Social Security (Employment Promotion Programme) P.O Box 32183, Lusaka	Coordinator
Kenneth Masamsa	Lusaka, Zambia	Amicaall-Zambia, Box 50593 Lusaka Zambia	National Coordinator
Sinkamba Thompson	Zambia	Mapye / Foya / YES Sambia, Comesa Cooke, P.O. Box 30051, Lusaka, Zambia	Executive Director
L. Mkandawire	Lusaka, Zambia	Lusaka City Council Box 30077 Lusaka Zambia	Mayor of Lusaka
Francis Chigunta	Lusaka., Zambia	University of Zambia Box 32379 Lusaka, Zambia	Resource Person